

Did You Know?

Meet the WTU Career and Education Readiness Team

What is Career and Education Readiness?

Career and Education Readiness (CER) is a required component of transition for all eligible Soldiers in [Warrior Transition Units](#) (WTUs). Meeting career goals contributes to the rehabilitation and reintegration processes of the [Comprehensive Transition Plan](#) (CTP), building confidence and providing career planning, whether Soldiers are [transitioning from](#) or [remaining in the Army](#).

Who is the CER team?

Members of the Soldier's Interdisciplinary Team and [Triad of Care](#) are directly involved in the Soldier's CER activities. This team of medical and non-medical professionals works directly with Soldiers to help set and meet career goals throughout the Soldier's CTP phases.

- **Transition Coordinator (TC)**

The TC's role is to manage the unit CER program and ensure all eligible WTU Soldiers engage in activities according to their transition track and career goals. The TC works closely with the Occupational Therapist-Registered and Career Counselor to ensure the activities are aligned with the Soldier's CTP track and career goal(s). Read the [WTC Transition Coordinator fact sheet](#) for more information about TCs and their important role with WTU Soldiers.

- **Career Counselor (CC)**

The CC provides counseling on all aspects of a Soldier's military career, including education, promotions, reclassification, retention, retraining and transition into the Reserve Components. The

"The Soldiers with a plan, and who are working toward it, are the ones who are successful after they leave the WTU."

– Zac Gant, Transition Coordinator

CC serves as the point of contact for Expiration of Term of Service (ETS) and [Military Occupational Specialty \(MOS\) Administrative Retention Review \(MAR2\)](#) processing, which is the procedure for identifying and assigning a Soldier a new MOS.

- **Occupational Therapist-Registered (OTR)**

The OTR works as a member of the CER team to assist with vocational planning through goal setting. The OTRs complete Phase I goal setting with Soldiers within the first 21 days at the WTU and provide goal reassessment throughout the CTP. They also provide additional OT services such as life skills classes and adaptive reconditioning activities.

- **Squad Leader (SL)**

The SL coaches, teaches, mentors and counsels Soldiers on roles and responsibilities while participating in a CER activity. They ensure Soldiers are at their places of duty and contact work site supervisors monthly to assess Soldiers' work performance and participation. The SL coordinates with the Commander to determine and document when Soldiers are determined CER eligible.

- **Nurse Case Manager (NCM)**

The NCM communicates to the CER team any changes in a Soldier's medical status and updates to the physical profile. The NCM tracks, validates and documents the reintegration checklist no later than 180 days prior to anticipated discharge or at Medical Retention Determination Point (MRDP).

- **Medical Management (M2)**

Medical Management or M2 includes the Primary Care Manager (PCM), NCM and OT, as well as other medical personnel involved with a specific Soldier. Medical Management must conclude a Soldier is medically, emotionally and physically ready to participate in CER activities while continuing medical treatment.

Who is involved outside of the WTU?

Non-WTU personnel may also be involved in CER activities. The three most often involved are:

- Department of Defense (DoD) [Operation Warfighter](#) Regional Coordinators (OWF RCs)
- Veterans Administration (VA) [Vocational Rehabilitation and Employment](#) (VR&E) Counselors
- Work Site Supervisors: Soldiers involved in an internship work closely with site supervisors to meet career goals.

Where can I find more information?

The WTC Website (www.WTC.army.mil) offers information about:

[Career Planning for Soldiers](#)

[Internships for Soldiers](#)

[Career and Education for Veterans](#)